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ABSTRACT

This first report covering faculty characteristics in the annual series published by the Arkansas Department of Higher Education is based on data gathered through the Arkansas Higher Educational Information System. Faculty salary data are derived from federal survey information. Data are presented on tables and some graphs with some narration. They cover: headcount of full-time and part-time tenured and nontenured instruction and research employees, by age, discipline division, institution type, sex, and academic rank; average salaries of full-time faculty by institution type, rank, and sex; percentage distribution of faculty by tenure, age, closeness to retirement age, institution type, discipline division, sex, and rank; and total fringe benefits salary outlay, and fringe benefits as a percentage of salary outlay for nine-month faculty contracts. Most tables are displayed according to institution. Faculty salaries are found to be 21 percent below national averages and 10 percent below regional averages. Average four-year faculty age is 39 to 45, according to institution; two-year faculty, 33 to 45. Tenure has been granted to 55 percent of all full-time public institution faculty, with institutional percentages ranging from 37 to 74 percent. Most state institutions should not face total enrollment declines much greater than anticipated faculty retirements, but there is some variation by discipline and institution, posing some possible overstaffing difficulties. (MSE)

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SALARIES AND OTHER CHARACTERISTICS OF FACULTY IN ARKANSAS COLLEGES AND UNIVERSITIES, 1980-81

REPORT 80-5

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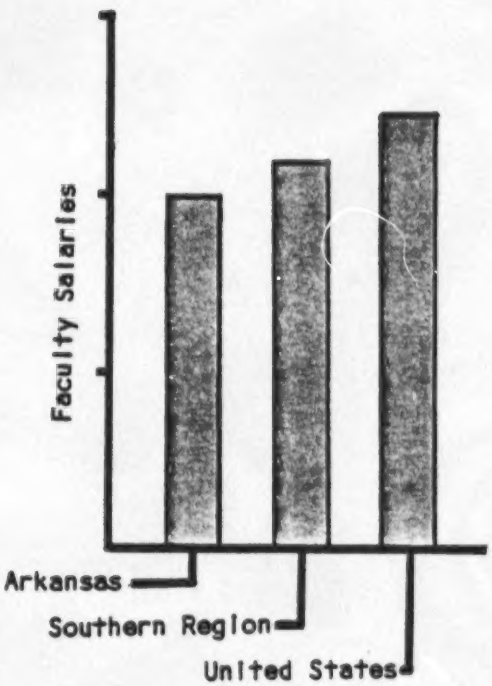

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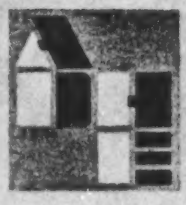

SALARIES AND OTHER CHARACTERISTICS OF FACULTY IN ARKANSAS COLLEGES AND UNIVERSITIES, 1980-81

REPORT 80-5

Laurie Cox

January 1982

FOREWORD

This report is another in the series of reports regularly published by the Arkansas Department of Higher Education (ADHE). It is the first report on faculty characteristics, and is based primarily on data first collected through the Arkansas Higher Educational Information System for the 1980-81 school year.

The faculty salary data included in this report are taken from the National Center for Education Statistics survey forms 2300-3. 1980-81 was also the first year that ADHE functioned as the state coordinator for this federal data collection effort, popularly known as "HEGIS." Note that the ADHE work with the faculty salary data for this report revealed discrepancies at some institutions which, when corrected, yield slightly different results from analyses reported elsewhere based on data not corrected.

As with any first effort, this report is likely to be flawed, especially by errors of omission of potentially useful analyses. Further, valuable analyses of trends over time are obviously not possible based on one year's data. Suggestions for further analyses from readers are earnestly solicited for future editions of this report.

We continue to be grateful for the assistance of those persons who, by serving on the Information System Task Force and by conscientiously completing the reports involved, have made this information system as effective as we find it to be. The positive responses regarding earlier reports lead us to hope that the investments in the development of the information system and the reports are providing adequate recompense to the participating institutions. The major staff effort for this report was by Laurie Cox, though she was assisted by Tom Spencer, John Cooper, Debbie Brenske, Wanda Cockrell and the production division staff. To all of these we express our gratitude and acknowledge our debt, but it is ADHE which must accept ultimate responsibility for the report's contents.

T. Michael Elliott
Director
Arkansas Department of Higher Education
January 1982

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EXECUTIVE SUMMARY

This report is the summarization of data regarding faculty in the Arkansas institutions of higher education for 1980-81. The independent institutions did not report detailed data on age of faculty and faculty by discipline and were not included in those analyses. Higher education is a people-intensive enterprise where one group learns from another, and essential research and support services are provided by still others. Salaries and related benefits for teaching faculty represented 40% of the unrestricted educational and general operating expenditures of Arkansas state institutions in 1980-81.

Arkansas faculty salaries are much lower than they should be. In 1980-81 the average faculty salary in state institutions was $19,936 compared to a national average of $24,150 and an average of $21,880 in the southern region. These faculty salary gaps of 21% when compared to the national average, and 10% when compared to the average salaries within the southern region, reflect the need for improved funding for state institutions. For Arkansas independent institutions, average salaries were also generally below comparable national and regional salaries although one institution, Hendrix College, had average salaries above the comparable national average. While there were great variances in average salaries at the Arkansas independent institutions, their average salaries were closer to national and regional averages for comparable institutions than were those for state institutions.

The median age of full-time faculty at state universities was 42, but the averages ranged from 39 at the University of Arkansas at Little Rock to 45 at Arkansas Tech University. For two-year state institutions, the median age of faculty was 39, but the averages by institution ranged from 33 at East Arkansas Community College to 45 at Arkansas State University - Beebe. Tenure had been granted to 55% of all full-time faculty at state institutions and the median ages of tenured faculty were consistently and understandably, higher than for non-tenured faculty. All state four-year institutions and four of the nine two-year state institutions have formal tenure systems. The proportions of full-time faculty tenured at state universities averaged 58%, but varied from 37% at the University of Arkansas for Medical Sciences to 74% at the University of Arkansas at Monticello.

The percentages of faculty who will reach age 65, the normal retirement age, by 1986 were compared to percentage declines in high school graduates anticipated by 1986. Most state institutions should not face total student declines significantly greater than anticipated total faculty retirements. However, there were higher proportions of tenured faculty in some of the disciplines where larger numbers of faculty were employed, most notably education, social sciences, and letters, leading to the conclusion that there may be faculty overstaffing problems in some disciplines at some institutions.

The report also contains detailed comparisons of salary and tenure data for male and female faculty. Female faculty tended to be tenured to a lesser extent than male faculty, and average salaries for female faculty tended to be below those for male faculty. However, the proportion of male faculty tenured was further below the national average than was true for female faculty.

SALARIES AND OTHER CHARACTERISTICS OF FACULTY IN ARKANSAS COLLEGES AND UNIVERSITIES, 1980-81

This report addresses characteristics of faculty in Arkansas institutions of higher education including: tenure status; age; discipline; sex; rank; and average salaries. Because most of these data were not collected by the Arkansas Department of Higher Education (ADHE) prior to 1980-81, comparisons with previous years are not made.

ADHE has attempted to accomplish compatibility between data in the Arkansas Higher Education Information System (AHEIS) and related data in the federal Higher Eduation General Information Survey (HEGIS). However, in this first year of data collection, minor unintended differences have surfaced in AHEIS and HEGIS definitions of the individuals which were to be included in reports of some of the faculty data. Therefore, slightly different faculty totals were reported in some instances. Where possible, ADHE and the institutions have corrected reports so that total numbers are the same. However, there remain instances where institutions were unable to readily identify the individuals reported or not reported in specific reports. The differences in totals are not major, but the AHEIS definitions appear to include administrative, coaching, library, and similar personnel to a greater extent than do the HEGIS definitions. Adjustments have been made to minimize these differences in the future.

Headcount of Full-Time Instruction/Research Employees by Age

For ADHE reporting purposes, instruction/research employees are those individuals who devoted 50% or more of their time to instruction, research, or the combination of those activities, and who were on the payroll as of October 15, 1980 with either nine- or twelve-month employment contracts. Included are those employees with released time for research and faculty for preclinical and clinical medicine. Instruction/research graduate student assistants are excluded. In this report the terms "instruction/research employees" and "faculty" are used interchangeably.

Table 1 displays a simple, unduplicated tally of full-time instruction/research employees by the chronological age of each employee as of the end of the fiscal year, and the median age of those employees, for 1980-81. These data were collected from state-supported institutions only. The University of Arkansas - Fayetteville (UAF) reported the largest number of full-time instruction/research employees, 804, followed by 460 at the University of Arkansas for Medical Sciences (UAMS). Southern Arkansas University - El Dorado (SAUE) employed only 17 full-time instruction/research employees.

TABLE 1. HEADCOUNT OF ALL FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS BY AGE, 1980-81

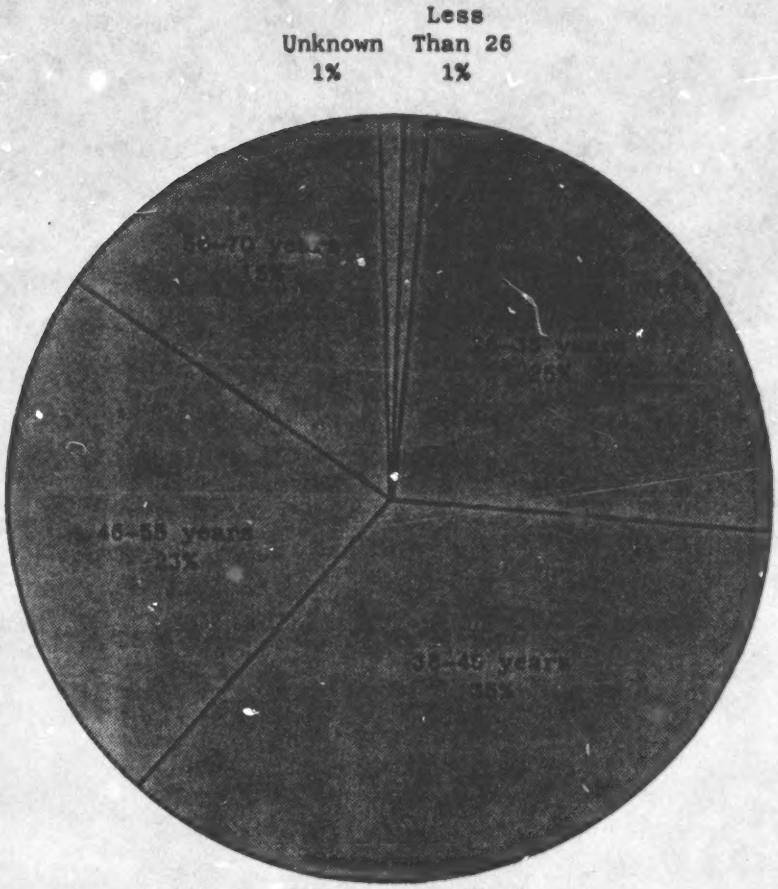
Institution	Less Than 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71 And Over	Age Unknown	Total	Median Age
ASUJ	2	31	41	71	56	56	36	-	7	-	-	-	300	41
ATU	2	5	13	22	24	23	16	13	9	-	-	-	127	45
HSU	1	4	20	31	31	30	12	14	12	-	-	-	155	44
SAUM	-	6	12	15	24	15	13	9	6	-	-	-	104	44
UAF	5	53	110	133	128	110	92	95	55	22	-	1	804	44
UALR	2	19	66	97	55	32	23	19	11	4	-	-	328	39
UAM	-	7	11	23	14	9	11	14	3	-	-	-	92	42
UAMS	12	74	89	56	59	38	45	31	10	3	-	43	460	40
UAPB	-	7	29	38	22	17	17	19	14	7	-	-	170	43
UCA	3	18	36	46	39	29	28	28	13	-	-	-	240	43
State Four-Year	31	224	427	532	452	359	293	242	140	36	-	44	2,760	42
ASUB	-	1	2	5	6	5	1	4	3	-	-	-	27	45
EACC	-	7	7	1	4	-	-	1	-	-	-	-	20	33
GCCC	1	6	6	11	7	7	1	2	1	-	-	-	42	39
MCCC	2	9	9	4	4	3	3	-	-	-	-	-	34	34
NACC	-	-	5	5	6	1	3	1	1	-	-	-	22	41
PCCC	2	9	7	12	9	8	3	4	1	-	-	-	55	39
SAUE	2	2	4	7	-	2	-	-	-	-	-	-	17	36
SAUT	1	10	10	3	7	7	3	1	2	-	-	-	44	37
WCC	1	10	17	17	15	10	7	7	5	2	-	-	91	41
State Two-Year	9	54	67	65	58	43	21	20	13	2	-	-	352	39
TOTAL	40	278	494	597	510	402	314	262	153	38	-	44	3,132	42

SOURCE: ADHE 11-0

Figure 1 presents these age distribution of instruction/research employees data graphically. Sixty-one percent of all full-time faculty employed by state institutions in 1980-81 were 45 years of age or younger. Those between 46 and 55 years comprised 23% and those between 56 and 70 years comprised only 15% of the total full-time faculty. One percent were classified as age unknown. Because the 1980-81 faculty was relatively young, those instruction/research employees are likely to constitute the majority of the faculty in Arkansas state institutions for the next two or three decades.

"Median age" as presented in Table 1 is the age below and above which there are equal numbers of employees. Among the four-year institutions, the median age of full-time employees ranged from 39 at the University of Arkansas at

FIGURE 1. PERCENTAGE DISTRIBUTION OF FULL-TIME FACULTY BY AGE, 1980-81



Little Rock (UALR) to 45 at Arkansas Tech University (ATU). The median age of all full-time faculty employed by four-year institutions was 42. At most of the two-year institutions, the median age of full-time employees was less than 40. The ages of the institutions may be related to the variation in the ages of the faculty they employed. The median age of full-time faculty at East Arkansas Community College (EACC), established in 1974, was 33, lower than that at any other state institution. The median ages of full-time faculty at Mississippi County Community College (MCCC), SAUE, and Southern Arkansas University - Technical Branch (SAUT) were also relatively low. MCCC and SAUE, the newest state institutions, were founded in 1975. SAUT was transformed from a vocational/technical education institution to a state institution of higher education that same year and has since experienced

significant growth. Among the four-year institutions, which are older and more established than most of the two-year institutions, 38% of the full-time faculty were between 46 and 70 years old, compared to only 28% among the two-year institutions. None of the institutions reported full-time faculty older than 71 years of age.

Tenure refers to a status which is granted to a teacher after a trial period protecting him or her from quickly executed dismissal. Persons with tenure have a right to stay until retirement barring serious changes in effectiveness or institutional financial exigency. The headcount of tenured full-time instruction/research employees by age is listed for each state-supported institution in Table 2. Fifty-five percent of all full-time faculty were tenured. The median age of full-time tenured faculty at four-year institutions was 47 years, compared to 43 years at the two-year institutions. Only ten employees in the 26-30 category were tenured and no employee younger than 26 years was tenured.

TABLE 2. HEADCOUNT OF TENURED FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS BY AGE, 1980-81

Institution	Less Than 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71 And Over	Age Unknown	Total	Median Age
ASUJ	-	5	14	46	37	42	28	-	6	-	-	-	178	44
ATU	-	-	3	15	18	22	12	12	7	-	-	-	89	47
HSU	-	-	1	11	17	18	11	10	11	-	-	-	79	48
SAUN	-	-	4	10	22	10	11	9	6	-	-	-	72	45
UAF	-	2	19	68	101	96	85	84	54	20	-	-	529	49
UALR	-	1	19	56	40	24	20	18	10	3	-	-	191	43
UAM	-	-	4	16	14	8	10	13	3	-	-	-	68	45
UAMS	-	-	7	36	32	31	32	21	9	2	-	-	170	47
UAPB	-	-	5	18	12	13	16	16	12	6	-	-	98	51
UCA	-	-	4	20	23	22	24	26	10	-	-	-	129	49
State Four-Year	-	8	80	296	316	286	249	209	128	31	-	-	1,603	47
ASUB	-	-	1	3	5	4	1	4	3	-	-	-	21	47
EACC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GCCC	-	-	5	9	6	6	1	2	-	-	-	-	29	41
NCCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WCC	-	2	11	17	14	9	7	7	4	-	-	-	71	42
State Two-Year	-	2	17	29	25	19	9	13	7	-	-	-	121	43
TOTAL	-	10	97	325	341	305	258	222	135	31	-	-	1,724	47

SOURCE: ADHE 11-0

Nontenured, on-track instruction/research employees are individuals who are in the trial period for the granting of tenure. Table 3 displays the number of full-time nontenured, on-track instruction/research employees by age and the median age of those employees for 1980-81 for each state-supported institution. Among all state institutions, the median age of full-time nontenured, on-track faculty was 35, 12 years younger than the median age of tenured faculty. Full-time nontenured, on-track faculty comprised 24% of all full-time faculty.

TABLE 3. HEADCOUNT OF NONTENURED, ON-TRACK FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS BY AGE, 1980-81

Institution	Less Than 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71 And Over	Age Unknown	Total	Median Age
ASUJ	-	6	15	16	16	8	5	-	1	-	-	-	67	39.
ATU	1	1	9	5	6	1	4	-	2	-	-	-	29	39
HSU	1	4	19	20	14	12	1	4	1	-	-	-	76	39
SAUN	1	4	4	3	2	4	1	-	-	-	-	-	19	36
UAF	-	30	64	42	17	5	3	4	-	-	-	-	165	35
UALR	-	2	6	2	-	1	-	-	1	-	-	-	12	34
UAM	-	2	4	3	-	-	-	-	-	-	-	-	9	34
UAMS	-	24	61	20	19	1	11	8	-	1	-	-	145	36
UAPB	-	7	24	20	10	4	1	3	2	1	-	-	72	37
UCA	3	18	30	25	13	4	2	1	-	-	-	-	96	35
State Four-Year	6	98	236	156	97	40	28	20	7	2	-	-	690	36
ASUB	-	1	1	2	1	1	-	-	-	-	-	-	6	38
EACC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
GCCC	1	6	1	2	1	1	-	-	1	-	-	-	13	30
MCCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SAUE	2	2	4	7	-	-	-	-	-	-	-	-	15	35
SAUT	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WCC	1	8	6	-	1	1	-	-	1	2	-	-	20	31
State Two-Year	4	17	12	11	3	3	-	-	2	2	-	-	54	34
TOTAL	10	115	248	167	100	43	28	20	9	4	-	-	744	35

SOURCE: ADHE 11-0

Some full-time faculty, such as those in temporary positions, are not eligible for tenure. For instance, faculty employed in federally funded programs or as replacements for individuals on sabbatical leave are usually not eligible for tenure. Coaches of athletic teams and faculty at the rank of instructor are not eligible for tenure at some institutions. In these cases the positions are generally classified as nontenured and the fact that an individual is ineligible for tenure is stated in his or her employment contract. Five of the state two-year institutions had no formal tenure system and all of their employees were classified as nontenured. Twenty-one percent of all full-time faculty employed by state institutions in 1980-81 were nontenured.

The percentage distribution of full-time faculty by tenure status is shown for each state-supported institution in Figure 2. Only three two-year institutions, Arkansas State University - Beebe (ASUB), Garland County Community College (GCCC), and Westark Community College (WCC), reported faculty with tenure. SAUE reported no tenured faculty but 15 nontenured, on-track instruction/research employees. An SAUE employee must have been a faculty member for at least seven years to be granted tenure and the institution has only existed since 1975. The institutions with the highest percentages of tenured faculty were ASUB and WCC. These relatively long-established institutions have experienced more stable enrollments over the last several years and have not been able to hire many new faculty members. The percentage of full-time faculty with tenure was also fairly high at ATU, Southern Arkansas University - Magnolia (SAUM), UAF, University of Arkansas at Monticello (UAM), and GCCC. The scarcity of full-time teaching positions may have reduced the movement of faculty members among institutions, resulting in more faculty members retaining their tenured positions.

Table 4 displays for each state-supported institution the percentage of full-time instruction/research employees with tenure by age. The proportion of faculty with tenure generally increased with each successive age cohort, with the older age groups having the highest proportions with tenure. Although 81% of the full-time faculty over 45 years of age were tenured, individuals over 45 years of age comprised only 38% of all full-time faculty. This suggests that tenure decisions regarding faculty 45 years old and younger may have a much greater impact on the future flexibility of institutions than retirement of older faculty. The future resource commitments represented by tenure decisions regarding young faculty are significant because of the labor-intensive nature of higher education. Salary expenditures for instruction/research employees comprise one of the largest components of college and university budgets, and a sizable portion of those budgets is committed for the next 20 years or so due to the relatively young age and high rate of tenure of the faculty. To illustrate, a 30 year old tenured assistant professor earning $20,000 per year represents a direct commitment over the next 35 years of $3.3 million, assuming 7% annual increases in salary and 20% matching for fringe benefits. That total increases to $4.8 million if the individual remains employed until age 70.

FIGURE 2. PERCENTAGE DISTRIBUTION OF FULL-TIME FACULTY BY TENURE STATUS, 1980-81

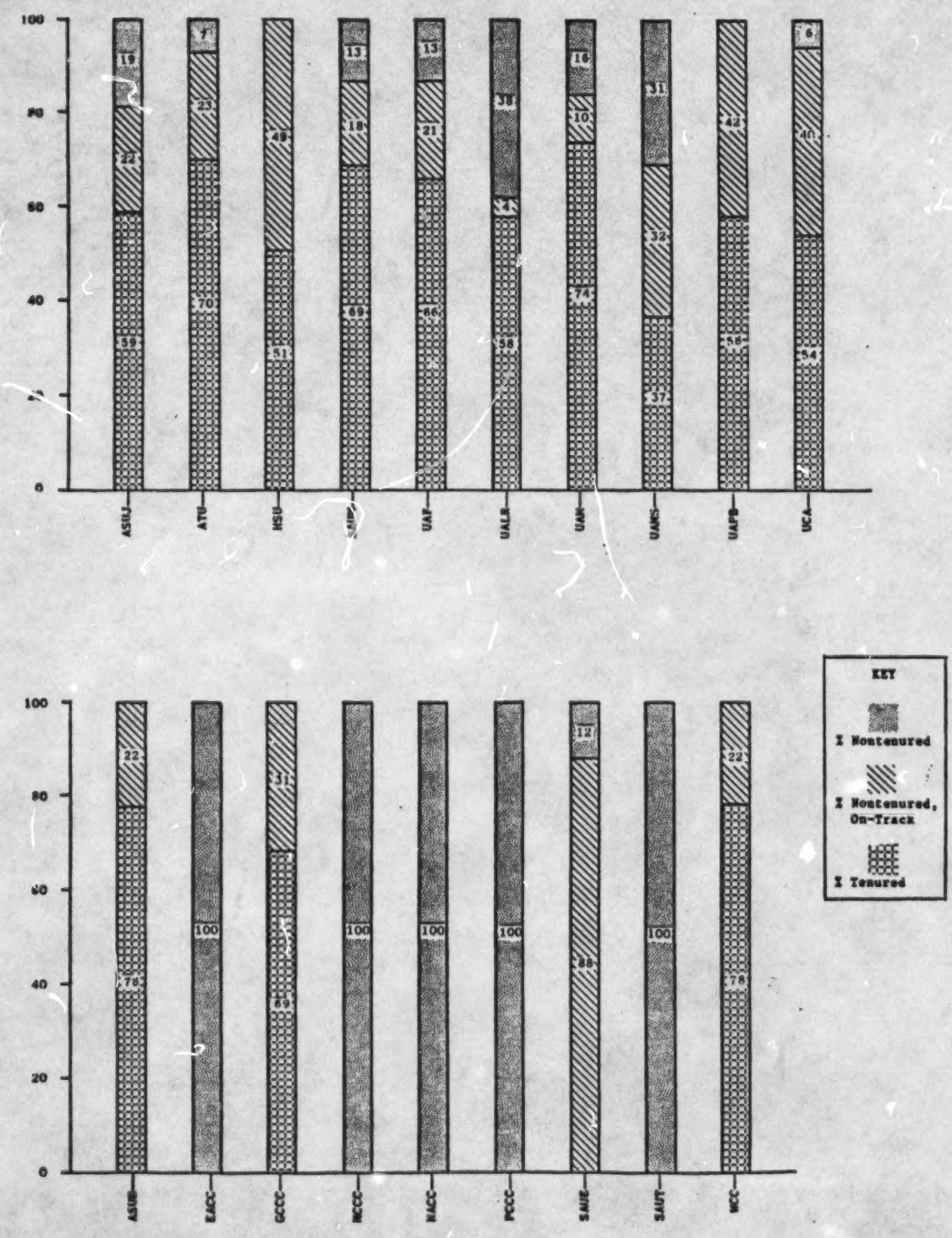


TABLE 4. PERCENTAGE OF FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS WITH TENURE BY AGE, 1980-81

Institution	Less Than 26	26-30	31-35	36-40	41-45	46-50	51-55	56-60	61-65	66-70	71 And Over	Age Unknown	Total
ASUJ	-	16%	34%	65%	66%	75%	78%	-	86%	-	-	-	59%
ATU	-	-	23%	68%	75%	96%	75%	92%	78%	-	-	-	70%
NSU	-	-	5%	35%	59%	60%	92%	71%	92%	-	-	-	51%
SAUM	-	-	33%	57%	92%	67%	85%	100%	100%	-	-	-	69%
UAF	-	4%	17%	51%	79%	87%	92%	88%	98%	91%	-	-	66%
UALR	-	5%	29%	58%	73%	75%	87%	95%	91%	75%	-	-	58%
UAM	-	-	36%	70%	100%	89%	91%	93%	100%	-	-	-	74%
UAMS	-	-	8%	64%	54%	82%	71%	68%	90%	67%	-	-	37%
UAPB	-	-	17%	17%	55%	76%	94%	84%	86%	86%	-	-	58%
UCA	-	-	11%	43%	59%	76%	86%	93%	77%	-	-	-	54%
State Four-Year	-	4%	19%	56%	70%	80%	85%	86%	91%	86%	-	-	58%
ASUB	-	-	50%	60%	83%	80%	100%	100%	100%	-	-	-	78%
EACC	-	-	-	-	-	-	-	-	-	-	-	-	-
GCCC	-	-	83%	82%	86%	86%	100%	100%	-	-	-	-	69%
MCCC	-	-	-	-	-	-	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-	-	-	-	-	-	-
WCC	-	20%	65%	100%	93%	90%	100%	100%	80%	-	-	-	78%
State Two-Year	-	4%	25%	45%	43%	44%	43%	65%	54%	-	-	-	34%
TOTAL	-	4%	20%	54%	67%	76%	82%	85%	88%	82%	-	-	55%

SOURCE: ADHE 11-0

Fifty-eight percent of all full-time instruction/research employees of four-year institutions were tenured, compared to 34% of those employed by two-year institutions. The low figure for the percentage of faculty with tenure at two-year institutions may be misleading regarding the flexibility of the institutions to hire and fire faculty members. After a faculty member has been employed for a number of years by an institution which has no formal tenure system, courts have held that he or she acquires a "continued expectation of reemployment." Reemployment may then be viewed as a property right that is protected by the Fourteenth Amendment. If that faculty member is not rehired, he or she is protected by due process requirements and is entitled to a fair hearing, just as a tenured individual would be if he or she was fired. Thus, the institutions with no formal tenure system may have more financial resources committed to the future employment of faculty than is apparent in these data.

It is important that each institution develop clear policies regarding the granting of tenure and/or the rehiring of faculty who have been employed for a number of years, and does not rely merely on prior action taken by the administration or the board of trustees. In cases where contract language is ambiguous, the courts will generally construe the contract against the party who drafted it. If a court rules in favor of a faculty member, damages for

failure to give adequate notice and due process might place a significant financial burden on the institution. An institution with no formal tenure system and no distinct policies regarding the rehiring of faculty who have been employed for a number of years may be required to rehire an individual if it is determined that his or her property right has been violated. It is also possible that a court of equity might compel a college or university to grant tenure.

The amendments to the Age Discrimination in Employment Act (ADEA) to raise the minimum mandatory retirement age from 65 to 70 were enacted in March 1978. Tenured college and university faculty were exempted until June 30, 1982; that is, a tenured employee who reached an institution's mandatory retirement age of less than 70 before 1982 could be forced to retire. This exemption reflected the fear that the higher mandatory retirement age would force institutions to continue to employ a large number of older faculty who normally would retire at age 65, and allowed educators time to plan new retirement policies and to examine the potential impact of the ADEA on their faculty staffing policies. (Novotny, p. 2)

In 1979 James M. Mulanaphy of Teachers Insurance and Annuity Association-College Retirement Equities Fund (TIAA-CREF) surveyed 1,438 premium-paying TIAA-CREF participants who were ages 59-69 to determine retirement plans of those individuals. Survey results indicated that most academic employees intended to retire at about age 65 despite the higher limit on the mandatory retirement age. Almost 80% of the respondents stated they had not altered personal plans for retirement because of the ADEA amendments. Table 5 displays for each state-supported institution the percentage of tenured and the percentage of total full-time instruction/research employees who will be 65 years old or older by the fall of 1986. Assuming little faculty turnover and even distribution of faculty members within the five year age categories, only about 9% of all full-time faculty members employed by Arkansas state institutions in 1980-81 will have reached age 65 by the fall of 1986-87. Although the majority of those employees will probably be tenured, only about 15% of all tenured full-time faculty will be 65 or older by that year. This means that in 1986-87 the institutions will probably still employ nearly 85% of the tenured faculty they employed in 1980-81.

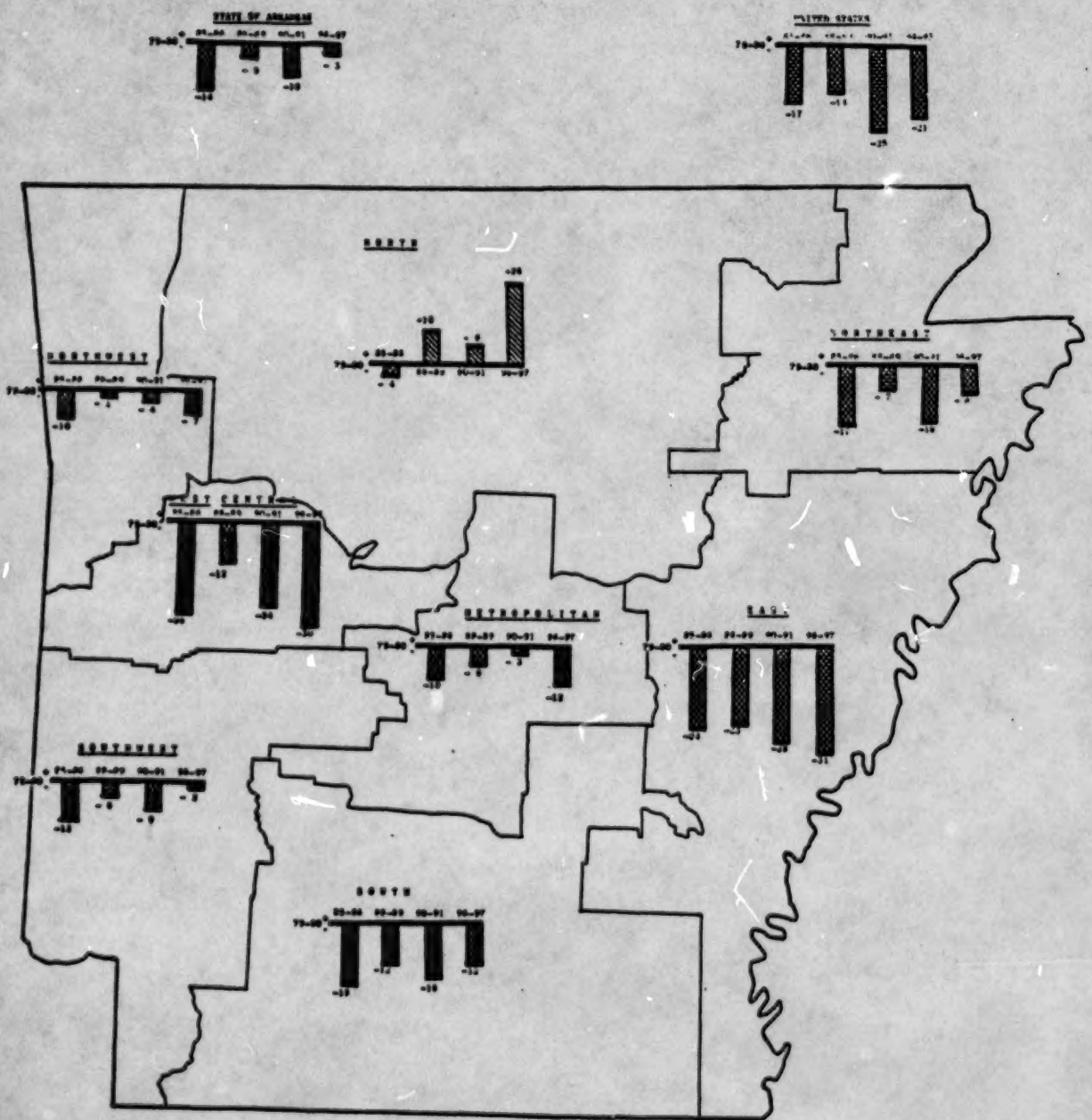
TABLE 5. PERCENTAGE OF TENURED AND PERCENTAGE OF TOTAL FULL-TIME FACULTY OF STATE-SUPPORTED INSTITUTIONS WHO WILL REACH AGE 65 BY FALL 1986

Institution	% Of Tenured FT Faculty Who Will Reach Age 65 By Fall 1986	% Of Total FT Faculty Who Will Reach Age 65 By Fall 1986
ASUJ	3	2
ATU	13	11
HSU	19	11
SAUM	13	9
UAF	20	14
UALR	11	7
UAM	12	9
UAMS	11	6
UAPB	25	17
UCA	16	10
State Four-Year	15	10
ASUB	22	17
EACC	-	2
GCCC	3	4
MCCC	-	-
NACC	-	6
PCCC	-	5
SAUE	-	-
SAUT	-	5
WCC	10	11
State Two-Year	10	7
TOTAL	15	9

SOURCE: ADHE 11-0

Figure 3, taken from Arkansas Public High School Graduates, Projections to 1996-97, displays the percentage changes in high school graduates for eight Arkansas regions, Arkansas, and the United States, comparing actual 1979-80 data to projected 1985-86, 1988-89, 1990-91, and 1996-97 data. The total number of high school graduates in the state is projected to reach a low of 25,114 in 1985-86, 14% fewer than in 1979-80. While the projections were for increases in high school graduates after the projected 1985-86 low, the numbers were not projected to return to the higher 1979-80 levels. High school graduates have traditionally represented a large proportion of the pool of entering college students. The drop in the number of potential students will likely cause a corresponding decline in actual college enrollment by 1986-87, resulting in reduced demand for faculty.

FIGURE 3. COMPARISON OF CHANGES IN HIGH SCHOOL GRADUATES FOR ARKANSAS REGIONS, ARKANSAS, AND UNITED STATES, 1979-80 COMPARED TO 1985-86, 1988-89, 1990-91, AND 1996-97



The regions differ considerably in the projected changes in high school graduates. ATU, ASUB, and North Arkansas Community College (NACC) are located in the north region, which has the most favorable projections in high school graduates. The number of high school graduates is projected to decrease only 4% in the north region by 1985-86. Although only about 11% of the full-time faculty at ATU and 6% of the full-time faculty at NACC will have reached retirement age by the fall of 1986, the decline in enrollment at those institutions may be small enough that they will not need to reduce their number of instruction/research employees. About 17% of the full-time faculty at ASUB will have reached age 65 by the fall of 1986 and that institution may be in a position to refill most of the positions left vacant by retiring faculty. The number of high school graduates is expected to increase 26% in the north region by 1996-97.

The largest projected decreases are in the east region. EACC and Phillips County Community College (PCCC), located in that region, may need significant reductions in the sizes of their faculties. The number of high school graduates in the east region is projected to decline 24% by 1985-86 and 31% by 1996-97. Only about 2% of the total full-time faculty at EACC and 5% at PCCC will have reached age 65 by fall 1986. These institutions may be able to reduce their faculties somewhat through attrition. Declines greater than the state average are also projected for the northeast, south, and west central regions. Arkansas State University - Jonesboro (ASUJ), located in the northeast region, may encounter overstaffing problems because only 2% of the total and 3% of the tenured full-time faculty at that institution will have reached age 65 by the fall of 1986.

While retirement may not have an impact on the institutions in the short or medium terms, in 20-25 years faculty retirements may be an important issue facing policymakers. By the year 2000 many of the faculty who are currently below 46 years of age will be nearing retirement age. This suggests that a faculty shortage may occur.

Headcount of Instruction/Research Employees by HEGIS Discipline Division

Each faculty member employed in 1980-81 was assigned to one discipline division on the basis of the discipline code of the department in which he or

she had tenure or was eligible for tenure. Nontenured individuals who were not on the tenure track were assigned to a discipline on the basis of primary assignment. Table 6 displays the headcount of all full-time instruction/research employees by HEGIS discipline division for each state institution. These data were not collected from independent institutions.

A total of 3,869 instruction/research employees was reported, of which 3,132 were full-time and 737 were part-time. The discipline divisions with the largest numbers of total faculty were health professions (667), education (471), social sciences (312), letters (298), and business and management (292). Faculty in these areas comprised 53% of all faculty employed by state institutions in 1980-81.

The 532 full-time instruction/research employees in the health professions comprised 19% of all full-time instruction/research employees at four-year institutions, but 460 of those were employed by UAMS. At each four-year institution except UAMS, the largest number of employees was in education. Faculty in education comprised 12% of all faculty employed by state institutions. According to Degrees Granted and Program Production by Arkansas Institutions of Higher Education, published in 1981 by ADHE, education was the largest degree granting discipline in 1979-80. Baccalaureate degrees in education comprised 27% of all baccalaureate degrees conferred and master's and doctoral degrees in education comprised 50% of all master's and doctoral degrees conferred in Arkansas that year. By comparison, the total number of student semester credit hours (SSCH) produced in education constituted 13% of the total number of SSCH produced in all fields at state institutions (excluding UAMS) in 1979-80. The percentage of degrees granted in education was much higher than the percentage of SSCH produced in education because degrees in education require coursework in many disciplines other than education.

Faculty in social sciences, letters, and business and management, the three largest discipline divisions with respect to faculty after health professions and education, comprised 24% of the total faculty employed by state institutions in 1980-81; faculty in each of those discipline divisions constituted

TABLE 6. HEADCOUNT OF ALL FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS BY HEGIS DISCIPLINE DIVISION, 1980-81

Institution	Agri And Natural Resources	Architecture And Environ Design	Area Studies	Biological Sciences	Business And Management	Communications	Computer And Infor Sciences	Education
ASUJ	10	-	-	15	34	16	2	58
ATU	4	-	-	8	9	2	3	16
HSU	-	-	-	7	13	2	2	40
SAUM	4	-	-	5	11	2	-	27
UAF	90	24	-	61	45	18	10	116
UALR	-	-	-	13	36	9	-	40
UAM	10	-	-	7	10	-	-	14
UAMS	-	-	-	-	-	-	-	-
UAPB	10	-	-	6	11	-	-	44
UCA	-	-	-	11	24	1	1	43
State Four-Year	128	24	-	133	193	50	18	398
ASUB	3	-	-	1	2	1	-	5
EACC	-	-	-	-	-	-	-	1
GCCC	-	-	-	2	2	-	-	1
HCCC	-	-	-	2	-	-	-	2
NACC	-	-	-	1	1	-	-	1
PCCC	-	-	-	1	2	-	-	2
SAUE	-	-	-	1	1	-	-	3
SAUT	-	2	-	1	9	2	-	-
WCC	-	-	-	5	5	3	-	5
State Two-Year	3	2	-	14	22	6	-	20
TOTAL	131	26	-	147	215	56	18	418

TABLE 6. (continued)

Institution	Engineering	Fine And Applied Arts	Foreign Languages	Health Professions	Home Economics	Law	Letters	Library Science
ASUJ	5	36	3	19	-	-	31	-
ATU	6	15	2	10	-	-	11	-
HSU	1	22	2	8	3	-	17	-
SAUM	1	10	2	-	-	-	10	-
UAF	93	40	15	-	16	27	35	-
UALR	8	20	3	7	-	19	13	-
UAM	-	7	1	-	-	-	14	-
UAMS	-	-	-	460	-	-	-	-
UAPB	-	15	-	6	11	-	24	-
UCA	-	19	5	22	5	-	27	-
State Four-Year	114	184	33	532	35	46	182	-
ASUB	-	1	-	-	-	-	5	-
EACC	-	2	-	-	-	-	4	-
GCCC	-	3	-	-	-	-	7	2
HCCC	-	4	-	-	-	-	8	-
NACC	-	1	-	-	-	-	3	-
PCCC	-	1	-	-	-	-	10	-
SAUE	-	-	-	-	-	-	3	-
SAUT	-	-	-	3	-	-	-	-
WCC	-	6	-	-	-	-	12	-
State Two-Year	-	18	-	3	-	-	52	2
TOTAL	114	202	33	535	35	46	234	2

TABLE 6. (continued)

Institution	Mathematics	Military Science	Physical Sciences	Psychology	Public Affairs And Services	Social Sciences	Theology	Interdisciplinary Studies
ASUJ	15	-	13	7	-	35	-	-
ATU	7	-	8	2	5	12	-	7
HSU	6	-	9	4	2	17	-	-
SAUM	6	-	5	4	-	8	-	-
UAF	28	-	46	17	8	69	-	-
UALR	13	-	23	-	37	39	-	25
UAM	7	-	7	4	-	6	-	-
UAMS	-	-	-	-	-	-	-	-
UAPB	13	-	9	3	-	18	-	-
UCA	14	10	10	15	-	33	-	-
State Four-Year	109	10	130	56	52	237	-	32
ASUB	2	-	1	3	-	3	-	-
EACC	1	-	1	1	-	2	-	-
GCCC	3	-	5	-	-	5	-	-
MCCC	1	-	1	1	-	4	-	-
NACC	1	-	3	1	-	2	-	-
PCCC	4	-	2	1	-	2	-	-
SAUE	1	-	1	1	-	1	-	-
SAUT	1	-	1	1	-	1	-	-
WCC	5	-	3	2	-	6	-	-
State Two-Year	19	-	18	11	-	26	-	-
TOTAL	128	10	148	67	52	263	-	32

TABLE 6. (continued)

Institution	Business And Commerce Tech	Data Processing Tech	Health Serv And Paramed Tech	Mechanical And Engineering Tech	Natural Science Tech	Public Service Related Tech	Total
ASUJ	-	-	1	-	-	-	300
ATU	-	-	-	-	-	-	127
HSU	-	-	-	-	-	-	155
SAUM	-	-	9	-	-	-	104
UAF	2	-	-	-	-	-	804*
UALR	4	-	12	-	-	7	328
UAM	-	-	5	-	-	-	92
UAMS	-	-	-	-	-	-	460
UAPB	-	-	-	-	-	-	170
UCA	-	-	-	-	-	-	240
State Four-Year	6	-	27	-	-	7	2,780*
ASUB	-	-	-	-	-	-	27
EACC	3	-	4	1	-	-	20
GCCC	3	1	8	-	-	-	42
MCCC	4	-	5	-	1	1	34
NACC	3	1	3	-	-	1	22
PCCC	7	2	10	11	-	-	55
SAUE	2	-	3	-	-	-	17
SAUT	-	2	-	9	-	12	44
WCC	5	3	16	13	-	2	91
State Two-Year	27	9	49	34	1	16	352
TOTAL	33	9	76	34	1	23	3,132*

* Includes 44 individuals who were not classified by HEGIS discipline division.

SOURCE: ADHE 12-0

about 8% of the total faculty. SSCH produced in social sciences comprised 14% of all SSCH produced and baccalaureate degrees granted in social sciences comprised 10% of all baccalaureate degrees granted in 1979-80. The SSCH produced in letters constituted 13% of all SSCH produced and baccalaureate degrees granted in letters constituted 4% of all baccalaureate degrees granted in 1979-80. One reason that the percentages of SSCH produced in social sciences and letters are higher than the percentages of degrees granted in those disciplines is that coursework in social sciences and letters is required in nearly all degree programs. In 1979-80 11% of the total SSCH produced and 21% of the total bachelor's degrees granted were in business and management.

The total SSCH produced in education, social sciences, letters, and business and management comprised 50% of the total SSCH produced in 1979-80 but the faculty in those discipline divisions comprised only 36% of the total faculty employed by state institutions in 1980-81. Because of the nature of courses in these fields, relatively larger class sizes are possible thus allowing relatively greater faculty productivity.

Ninety-three of the 114 full-time engineering faculty members (82%) were employed by UAF. UAF and UALR were the only institutions in Arkansas which offered a first professional degree program in law and the two institutions reported a total of 46 full-time and 7 part-time law faculty. SAUT was the only two-year institution to report no faculty in letters. SAUT is a technically oriented institution which has only recently begun to offer academic transfer courses. The 97 instruction/research employees in letters comprised 14% of all faculty of state two-year institutions. NACC was the only institution to report an employee in theology and none of the state institutions reported employees in area studies.

Business and commerce technology, data processing technology, health services and paramedical technology, mechanical and engineering technology, natural science technology, and public service related technology are referred to as occupational disciplines. Associate degrees and certificates are awarded to persons completing these programs. The percentage of faculty in occupational disciplines is listed by institution for 1980-81 in Table 7.

TABLE 7. PERCENTAGE OF FACULTY OF STATE-SUPPORTED INSTITUTIONS IN OCCUPATIONAL DISCIPLINES, 1980-81

Four-Year Institutions	% Faculty in Occupational Areas	Two-Year Institutions	% Faculty in Occupational Areas
ASUJ	-	ASUB	-
ATU	-	EACC	50%
HSU	-	GCCC	27%
SAUM	8%	MCCC	36%
UAF	-	NACC	28%
UALR	8%	PCCC	55%
UAM	4%	SAUE	22%
UAMS	-	SAUT	52%
UAPB	-	WCC	36%
UCA	-		

SOURCE: ADHE 12-0

SAUM, UALR, and UAM were the only four-year institutions with a significant percentage of faculty in occupational disciplines. Among the two-year institutions, the percentage of total faculty in occupational disciplines ranged from none at ASUB to 55% at PCCC. According to data reported in ADHE documents Degrees Granted and Program Production by Arkansas Institutions of Higher Education and On-Campus Enrollment in Arkansas Higher Education Institutions, Fall 1980, ASUB is more similar to the four-year institutions than to the two-year institutions with respect to the types of programs offered and the types of students enrolled. ASUB offers academic transfer courses at the junior college level. The other two-year institutions each employed a relatively large percentage of faculty in the occupational areas. Each two-year institution except ASUB and SAUT reported full-time faculty in business and commerce technology and in health services and paramedical technology. Faculty in occupational areas comprised 35% of the two-year institutions' total faculty.

Table 8 displays the headcount of all part-time instruction/research employees by HEGIS discipline division for each state-supported institution. Nineteen percent of the total faculty were employed part-time. The disciplines with the highest percentages of part-time faculty were library science (50%), theology (100%), business and commerce technology (56%), data processing technology (57%), mechanical and engineering technology (52%), and

TABLE 8. HEADCOUNT OF ALL PART-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS BY HEGIS DISCIPLINE DIVISION, 1980-81

Institution	Agri And Natural Resources	Architecture And Environ. Design	Area Studies	Biological Sciences	Business And Management	Communications	Computer And Infor Sciences	Education
ASUJ	-	-	-	-	9	-	-	-
ATU	1	-	-	-	7	-	2	4
HSU	-	-	-	-	-	-	-	-
SAUM	-	-	-	2	-	1	2	5
UAF	-	4	-	-	18	2	-	3
UALR	-	-	-	-	1	-	-	1
UAM	3	-	-	1	4	-	-	2
UAMS	-	-	-	-	-	-	-	-
UAPB	3	-	-	1	3	-	-	6
UCA	-	-	-	2	10	2	1	5
State Four-Year	7	4	-	6	52	5	5	26
ASUB	1	-	-	3	3	-	-	1
EACC	-	1	-	1	-	-	-	-
GCCC	-	-	-	2	4	1	-	10
MCCC	-	-	-	-	-	-	-	4
NACC	1	1	-	2	-	1	-	5
PCCC	-	-	-	1	-	-	-	4
SAUE	-	-	-	-	4	-	1	-
SAUT	-	-	-	-	5	-	-	-
WCC	-	-	-	-	9	-	-	3
State Two-Year	2	2	-	9	25	2	1	27
TOTAL	9	6	-	15	77	7	6	53

TABLE 8. (continued)

Institution	Engineering	Fine And Applied Arts	Foreign Languages	Health Professions	Home Economics	Law	Letters	Library Science
ASUJ	2	-	-	-	-	-	-	-
ATU	1	1	-	1	-	-	1	-
HSU	-	-	2	2	-	-	-	-
SAUM	-	1	-	-	-	-	2	1
UAF	7	4	-	-	2	5	3	-
UALR	1	5	1	2	-	2	-	-
UAM	-	4	-	-	-	-	3	-
UAMS	-	-	-	119	-	-	-	-
UAPB	-	2	-	-	-	-	3	-
UCA	-	8	-	2	-	-	7	-
State Four-Year	11	25	3	126	2	7	19	1
ASUB	-	-	-	-	-	-	10	-
EACC	1	1	-	-	-	-	1	-
GCCC	-	10	2	-	1	-	5	1
MCCC	-	3	-	-	-	-	5	-
NACC	-	-	2	2	-	-	6	-
PCCC	-	2	-	-	-	-	4	-
SAUE	-	3	2	-	1	-	-	-
SAUT	-	-	-	-	-	-	-	-
WCC	-	2	3	4	-	-	14	-
State Two-Year	1	21	9	6	2	-	45	1
TOTAL	12	46	12	132	4	7	64	2

TABLE 8. (continued)

Institution	Mathematics	Military Science	Physical Sciences	Psychology	Public Affairs And Services	Social Sciences	Theology	Interdisciplinary Studies
ASUJ	1	-	-	-	-	-	-	-
ATU	4	-	1	1	2	-	-	1
HSU	-	-	-	-	1	1	-	-
SAUM	-	-	-	-	-	2	-	-
UAF	2	-	8	-	-	9	-	-
UALR	-	-	-	-	9	1	-	-
UAM	3	-	1	2	-	4	-	-
UAMS	-	-	-	-	-	-	-	-
UAPB	2	-	1	-	-	5	-	-
UCA	-	-	-	-	-	2	-	-
State Four-Year	12	-	11	3	12	24	-	1
ASUB	7	-	2	2	-	5	-	-
EACC	1	-	-	-	-	-	-	-
GCCC	3	-	1	9	-	4	-	-
MCCC	1	-	-	2	-	4	-	-
NACC	-	-	-	1	-	2	1	-
PCCC	5	-	-	2	-	4	-	-
SAUE	-	-	2	2	-	1	-	-
SAUT	-	-	-	-	-	-	-	-
WCC	8	-	3	2	-	5	-	-
State Two-Year	25	-	8	20	-	25	1	-
TOTAL	37	-	19	23	12	49	1	1

TABLE 8. (continued)

Institution	Business And Commerce Tech	Data Processing Tech	Health Serv And Paramed Tech	Mechanical And Engineering Tech	Natural Science Tech	Public Service Related Tech	Total
ASUJ	-	-	-	-	-	-	12
ATU	-	-	-	-	-	-	27
HSU	-	-	-	-	-	-	6
SAUM	-	-	-	-	-	-	16
UAF	2	-	-	-	-	-	101*
UALR	1	-	4	-	-	-	28
UAM	-	-	-	-	-	-	27
UAMS	-	-	-	-	-	-	119
UAPB	-	-	-	-	-	-	26
UCA	-	-	-	-	-	-	39
State Four-Year	3	-	4	-	-	-	401*
ASUB	-	-	-	-	-	-	34
EACC	8	-	-	1	-	1	16
GCCC	5	4	2	3	1	4	72
MCCC	11	-	-	-	1	1	32
NACC	3	-	3	1	-	-	31
PCCC	9	4	-	15	-	-	50
SAUE	-	-	2	-	-	1	19
SAUT	-	-	-	5	-	-	10
WCC	3	4	-	12	-	-	72
State Two-Year	39	12	7	37	2	7	336
TOTAL	42	12	11	37	2	7	737*

* Includes 32 individuals not classified by HEGIS discipline division.

SOURCE: ADHE 12-0

natural science technology (67%). Except for library science and theology, these are occupational disciplines and 94% of the total faculty in these disciplines were employed by two-year institutions. Only one instruction/research employee was reported in theology and that individual was employed part-time. Library sciences and business and commerce technology were the only academic areas in which more than one quarter of the faculty employed by four-year institutions were part-time. Only one faculty member in library sciences was reported by the four-year institutions and that person was a part-time instruction/research employee. In some cases the high use of part-time faculty may be due to a significant portion of night students and/or the difficulty in hiring occupational faculty.

Table 9 displays, by institution, the percent full-time and percent part-time instruction/research employees in 1980-81. At each four-year institution, at least 75% of the instruction/research employees were full-time. The relatively large percentage of part-time faculty at UAM, 23%, may be related to the busing of several hundred students to the institution from the surrounding area to attend night classes. At four of the two-year institutions more than half of the faculty were part-time. However, since part-time faculty taught fewer classes than full-time faculty, a majority of all classes were taught by full-time faculty at all institutions. SAUT employed the smallest percentage of part-time employees among the two-year institutions, 19%.

The percentage of full-time instruction/research employees with tenure by HEGIS discipline division is displayed by institution in Table 10. Since less than 5% of the total part-time faculty were tenured, data concerning the tenure status of part-time faculty are not considered in detail.

Disciplines in which 70% or more of all full-time faculty were tenured included agriculture and natural resources, biological sciences, foreign languages, and physical sciences. At least 89% of the faculty in each of these areas, except foreign languages, were also full-time employees. Education, social sciences, and letters, three of the largest discipline divisions with respect to the number of employees, also had high tenure ratios for full-time faculty. There may be too many faculty members employed in disciplines in which a large percentage of the faculty is both full-time and

TABLE 9. PERCENT FULL-TIME AND PERCENT PART-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS, 1980-81

Institution	Percent Full-Time	Percent Part-Time
ASUJ	96%	4%
ATU	82%	18%
HSU	96%	4%
SAUM	87%	13%
UAF	89%	11%
UALR	92%	8%
UAM	77%	23%
UAMS	79%	21%
UAPB	87%	13%
UCA	86%	14%
State Four-Year	88%	12%
ASUB	44%	56%
EACC	56%	44%
GCCC	37%	63%
MCCC	52%	48%
NACC	42%	58%
PCCC	52%	48%
SAUE	47%	53%
SAUT	81%	19%
WCC	56%	44%
State Two-Year	51%	49%

SOURCE: ADHE 12-0

tenured and institutions may have difficulty in reducing the number of faculty members in those areas to meet a declining student demand. With anticipated enrollment declines which will impact to greater extents on some institutions, it is clear that the severity of problems of faculty oversupply will vary among the individual disciplines and institutions.

Average Salaries of Full-Time Faculty by Rank

Table 11 displays the nine-month equivalent average salaries of full-time faculty by rank. The salaries of individuals on twelve-month contracts were converted to a nine-month basis then added to the salaries of individuals on nine-month contracts before calculating average salaries. Salaries of faculty for preclinical and clinical medicine at UAMS were excluded. Entries in data cells containing average salaries for fewer than three individuals

TABLE 10. PERCENTAGE OF FULL-TIME INSTRUCTION/RESEARCH EMPLOYEES OF STATE-SUPPORTED INSTITUTIONS WITH TENURE IN EACH HEGIS DISCIPLINE DIVISION, 1980-81

Institution	Agri And Natural Resources	Architecture And Environ Design	Area Studies	Biological Sciences	Business And Management	Communications	Computer And Infor Sciences	Education
ASUJ	80	-	-	93	41	31	-	64
ATU	75	-	-	100	67	100	67	69
HSU	-	-	-	71	62	100	-	43
SAUM	50	-	-	80	91	-	-	59
UAF	74	46	-	80	64	56	50	68
UALR	-	-	-	77	61	56	-	45
UAM	80	-	-	71	60	-	-	86
UAMS	-	-	-	-	-	-	-	-
UAPB	80	-	-	67	73	-	-	71
UCA	-	-	-	82	42	-	-	65
State Four-Year	75	46	-	81	59	48	39	62
ASUB	67	-	-	100	50	-	-	60
EACC	-	-	-	-	-	-	-	-
GCCC	-	-	-	100	50	-	-	100
MCCC	-	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-	-
WCC	-	-	-	80	60	100	-	100
State Two-Year	67	-	-	50	23	50	-	45
TOTAL	75	42	-	78	55	48	39	62

TABLE 10. (continued)

Institution	Engineering	Fine And Applied Arts	Foreign Languages	Health Professions	Home Economics	Law	Letters	Library Science
ASUJ	40	53	100	16	-	-	68	-
ATU	17	67	100	10	-	-	82	-
HSU	100	36	50	13	-	-	71	-
SAUM	100	90	50	-	-	-	80	-
UAF	16	68	73	-	56	56	71	-
UALR	36	70	67	86	-	42	69	-
UAM	-	86	100	-	-	-	86	-
UAMS	-	-	-	37	-	-	-	-
UAPB	-	53	-	17	64	-	58	-
UCA	-	53	40	36	60	-	52	-
State Four-Year	69	60	70	36	54	50	68	-
ASUB	-	-	-	-	-	-	100	-
EACC	-	-	-	-	-	-	-	-
GCCC	-	33	-	-	-	-	71	-
MCCC	-	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-	-
WCC	-	67	-	-	-	-	83	-
State Two-Year	-	28	-	-	-	-	39	-
TOTAL	69	57	70	36	54	50	62	-

TABLE 10. (continued)

Institution	Mathematics	Military Science	Physical Sciences	Psychology	Public Affairs And Services	Social Sciences	Theology	Interdisciplinary Studies
ASUJ	93	-	100	57	-	60	-	-
ATU	86	-	75	100	40	92	-	100
HSU	67	-	78	50	50	59	-	-
SAUM	100	-	60	75	-	88	-	-
UAF	61	-	65	65	25	77	-	-
UALR	92	-	70	-	41	67	-	56
UAM	57	-	86	75	-	83	-	-
UAMS	-	-	-	-	-	-	-	-
UAPB	31	-	56	-	-	44	-	-
UCA	43	-	90	60	-	64	-	-
State Four-Year	67	-	73	61	38	68	-	66
ASUB	100	-	100	100	-	100	-	-
EACC	-	-	-	-	-	-	-	-
GCCC	100	-	100	-	-	80	-	-
HCCC	-	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-	-
WCC	80	-	100	100	-	100	-	-
State Two-Year	47	-	50	46	-	50	-	-
TOTAL	64	-	70	58	38	67	-	66

TABLE 10. (continued)

Institution	Business And Commerce Tech	Data Processing Tech	Health Serv And Paramed Tech	Mechanical And Engineering Tech	Natural Science Tech	Public Service Related Tech	Total
ASUJ	-	-	-	-	-	-	59
ATU	-	-	-	-	-	-	70
HSU	-	-	-	-	-	-	51
SAUM	-	-	22	-	-	-	69
UAF	50	-	-	-	-	-	66*
UALR	75	-	25	-	-	71	58
UAM	-	-	-	-	-	-	74
UAMS	-	-	-	-	-	-	37
UAPB	-	-	-	-	-	-	58
UCA	-	-	-	-	-	-	54
State Four-Year	67	-	19	-	-	71	58*
ASUB	-	-	-	-	-	-	78
EACC	-	-	-	-	-	-	-
GCCC	33	100	63	-	-	-	69
HCCC	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-
WCC	80	67	56	85	-	50	78
State Two-Year	19	33	29	32	-	6	34
TOTAL	27	33	25	32	-	26	55*

* Includes 44 employees not classified by HEGIS discipline division, of whom 7 are tenured.

SOURCE: ADHE 12-0

were removed for two reasons: (1) to protect the confidentiality of individuals' salaries and (2) to make the data among institutions more comparable. Incompatible data might result if an institution which employed only one faculty member at a particular rank reported a relatively high (or low) 1980-81 average salary for that individual as compared to a much lower (or higher) average salary reported by an institution which employed several faculty members at that rank.

As a rule, the average salaries paid full-time faculty by the state sector were higher than those paid by the independent sector. Full-time professors earned an average salary of $26,471 at state-supported four-year institutions

TABLE 11. AVERAGE SALARIES OF FULL-TIME FACULTY OF STATE-SUPPORTED AND INDEPENDENT* INSTITUTIONS BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	26,511	22,407	17,524	14,473	-	-	19,680
ATU	21,974	19,362	17,696	14,532	-	-	18,712
HSU	22,399	18,679	15,887	13,534	-	-	18,903
SAUM	21,317	18,937	17,002	14,020	-	-	18,143
UAF***	29,069	22,777	19,091	14,775	11,514	-	23,750
UALR	27,893	23,023	19,181	13,744	8,904	11,429	21,089
UAM	22,498	18,879	16,079	14,448	**	-	17,386
UAMS	28,292	21,113	18,151	13,699	-	**	19,218
UAPB	21,135	18,720	16,633	13,828	-	-	17,454
UCA	23,120	19,061	17,020	14,362	-	-	18,716
State Four-Year	26,471	21,156	17,960	14,220	10,271	11,503	20,372
ASUB	-	19,131	17,020	**	-	-	17,289
EACC	-	-	-	-	-	16,228	16,228
GCCC	-	-	-	-	-	15,230	15,230
MCCC	-	-	-	-	-	14,731	14,731
NACC	-	-	-	-	-	12,546	12,546
PCCC	-	-	-	-	-	16,111	16,111
SAUE	-	-	-	-	-	13,812	13,812
SAUT	-	-	-	-	-	14,615	14,615
WCC	-	-	-	-	-	16,864	16,864
State Two-Year	-	19,131	17,020	**	-	13,519	15,650
AC	18,618	**	15,741	**	-	-	16,753
CBC	14,065	10,779	-	11,032	-	-	12,696
CO	17,572	15,136	13,225	12,500	-	-	14,727
HU	21,051	18,800	15,956	13,300	-	-	17,922
HC	23,953	20,186	15,824	15,900	-	-	19,575
JBU	21,910	19,220	17,690	14,390	-	-	18,556
OBU	22.576	18,825	16,329	14,050	-	-	18,500
PSC	16,400	13,500	11,875	**	-	-	13,204
Indpt. Four-Year	20,782	18,112	15,696	13,634	-	-	17,544
CRC	-	-	-	-	-	9,573	9,573
SBC	-	-	-	-	-	13,209	13,209
Indpt. Two-Year	-	-	-	-	-	12,252	12,252

* ABC and SC did not submit data.
** Fewer than three individuals were reported in this category.
*** Data do not include salaries of law faculty.

SOURCE: NCES 2300-3

and $20,782 at independent four-year institutions, a difference of $5,689. The gap in the average salaries of full-time faculty at state four-year institutions compared to independent four-year institutions narrowed with each successive rank; the difference in the average salary was $3,044 for associate professors, $2,264 for assistant professors, and only $586 for instructors.

For most academic ranks, UAF and UALR paid higher average faculty salaries than other institutions. Central Baptist College (CBC) and Philander Smith College (PSC) consistently paid the lowest average faculty salaries. The average salary of faculty members with no academic rank at state two-year institutions was higher than that of instructors and lecturers at both state and independent four-year institutions. Indeed, unranked faculty members at EACC, PCCC, and WCC were paid higher average salaries than assistant professors at HSU, UAM, Arkansas College (AC), College of the Ozarks (CO), Harding University (HU), Hendrix College (HC), and PSC, associate professors at CBC, CO, and PSC and professors at CBC.

The American Association of University Professors (AAUP) conducted a salary study based on 1980-81 data collected by the National Center for Education Statistics (NCES) from more than 2,500 colleges and universities. The salaries of individuals on twelve-month contracts were converted to a nine-month basis then added to the salaries of individuals on nine-month contracts before calculating average salaries. Table 12 displays the national average salaries of full-time faculty by rank for state-supported and independent institutions. Average salaries paid by Arkansas institutions were generally lower than the national average salaries. Nationally, the average salary paid professors by state-supported doctorate-granting universities was $32,850, compared to $29,069 at UAF and $28,292 at UAMS. The national average salary for professors at other state-supported institutions offering degrees beyond the baccalaureate degree was $29,580. Among the Arkansas institutions in that category, UALR paid professors the highest average salary, $27,893, and SAUM paid the lowest average salary, $21,317. UAM and UAPB, which offer no graduate degrees, paid professors average salaries of $22,498 and $21,135, respectively. The average salary at each of these institutions was well below the national average salary of $26,780 for state-supported institutions offering only baccalaureate degrees.

TABLE 12. NATIONAL AVERAGE SALARIES OF FULL-TIME FACULTY BY RANK, 1980-81*

Academic Rank	State Institutions	Independent Institutions
Doctorate-Granting Universities		
Professor	$ 32,850	$ 31,170
Associate Professor	24,460	23,750
Assistant Professor	19,810	19,370
Instructor	15,450	16,010
All Ranks Combined	27,730	23,880
Other Institutions Offering Degrees Beyond the Baccalaureate		
Professor	$ 29,580	$ 24,930
Associate Professor	23,440	20,530
Assistant Professor	19,280	17,220
Instructor	15,500	13,700
All Ranks Combined	23,390	20,070
Institutions Offering Only Baccularеate Degree		
Professor	$ 26,780	$ 22,540
Associate Professor	22,190	18,640
Assistant Professor	18,730	15,810
Instructor	15,060	13,350
All Ranks Combined	20,740	17,890
Two-Year Institutions With Academic Ranks		
Professor	$ 26,200	$ 17,720
Associate Professor	22,630	16,280
Assistant Professor	19,090	14,130
Instructor	15,960	11,600
All Ranks Combined	20,740	14,440
Institutions Without Academic Ranks	$ 22,050	$ 14,710
All Institutions Except Those Without Academic Ranks		
Professor	$ 31,200	$ 24,850
Associate Professor	23,800	20,100
Assistant Professor	19,470	16,750
Instructor	15,570	13,620
All Ranks Combined	24,150	19,480

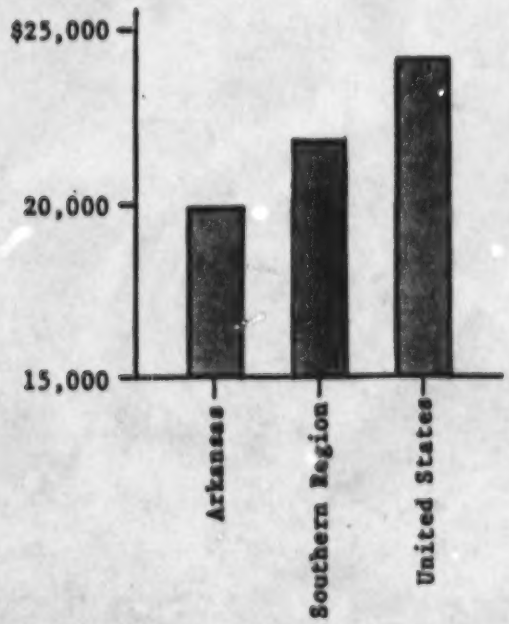
* Average salaries are based on data from 2,550 institutions.

SOURCE: "The Chronicle of Higher Education", Volume XXII, Number 17

HC paid a higher average salary to professors than the national average salary of $22,540 paid by independent institutions offering only baccalaureate degrees. Professors at CBC earned an average salary of only $14,065. Nationally, state-supported two-year institutions without academic ranks paid an average salary of $22,050, $5,822 higher than the average salary paid by any Arkansas state-supported institution without academic ranks. Crowley's Ridge College (CRC) and Southern Baptist College (SBC), the only Arkansas independent two-year institutions reporting, paid average salaries of $9,573 and $13,209, respectively, compared to the national average salary of $14,710.

Figure 4 shows the comparison of 1980-81 average salaries of full-time faculty of state-supported institutions, excluding basic science and clinical faculty at medical schools, for Arkansas, the southern region and the nation. The data are generally comparable although three independent organizations analyzed the data and minor differences in the manipulation of the data occurred. The gaps in the Arkansas average salary and the southern regional and national average salaries were significant. Full-time faculty employed

FIGURE 4. COMPARISON OF FULL-TIME FACULTY SALARIES FOR ARKANSAS, THE SOUTHERN REGION, AND UNITED STATES



by Arkansas state-supported institutions received an average salary of $19,936, 10% below the average salary paid by all state-supported institutions in the southern region and 21% below the national average salary. Indeed, Arkansas ranked 12th among the 14 states in the southern region in average faculty salaries.

Headcount of Full-Time Instruction/Research Employees by Sex and Academic Rank

In 1980-81, most Arkansas institutions employed a much larger percentage of men than women. The total headcount and percentage sex distribution of full-time faculty by type of institution for 1980-81 are displayed in Table 13. Two-year institutions employed larger percentages of women than four-year institutions. Most two-year institutions are smaller, newer, and pay lower average salaries than most four-year institutions. The percentages of women employed by independent and state four-year institutions were 26% and 22%, respectively.

TABLE 13. TOTAL HEADCOUNT, PERCENTAGE MALE, AND PERCENTAGE FEMALE FULL-TIME FACULTY BY TYPE OF INSTITUTION, 1980-81*

Type Of Institution	Total Headcount	Percentage Male	Percentage Female
State Four-Year	2,280	74%	26%
State Two-Year	353	59%	41%
Independent Four-Year	439	78%	22%
Independent Two-Year	19	53%	47%
TOTAL	3,091	73%	27%

* ABC and SC did not submit data.

SOURCE: NCES 2300-3

Tables A-2 and A-3 in the Appendix display the headcount of full-time faculty by sex and academic rank for each institution. Faculty for clinical and preclinical medicine at UAMS are excluded. State four-year institutions employed the largest numbers of full-time faculty in each of the ranked positions and state two-year institutions employed the most full-time faculty with no academic rank. The ranks at which the largest numbers of full-time faculty were employed were assistant professors (824), professors (761), and

associate professors (747). The 22 lecturers which were reported were employed by UAF, UALR, and UAM. Women as percentages of total full-time faculty by rank were: professors, 12%; associate professors, 19%; assistant professors, 31%; instructors, 50%; lecturers, 59%; and no academic rank, 42%.

Sex and Rank of Full-Time Faculty with Tenure

Sex and tenure status of faculty are shown in Tables 14 and 15. The institutions at which the percentage of females with tenure exceeded the percentage of males with tenure were UAPB, ASUB, AC, CO, and HU. Less than 20% of the full-time faculty at CO and HU were women but at least half of the female faculty at these institutions were tenured. CBC, John Brown University (JBU), and PSC were the only four-year institutions to report no faculty with tenure. ASUB, GCCC, WCC, and SBC were the only two-year institutions which reported tenured faculty.

TABLE 14. PERCENTAGE OF FULL-TIME MALE FACULTY OF STATE-SUPPORTED AND INDEPENDENT INSTITUTIONS WITH TENURE BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	100	85	45	23	-	-	65
ATU	100	96	43	-	-	-	77
HSU	93	50	-	-	-	-	62
SAUM	100	92	50	-	-	-	73
UAF**	97	79	17	7	-	-	69
UALR	94	86	18	7	-	-	61
UAM	94	90	62	46	-	-	73
UAMS	85	86	20	20	-	-	53
UAPB	92	73	28	19	-	-	52
UCA	93	79	34	6	-	-	63
State Four-Year	96	81	29	16	-	-	66
ASUB	-	100	79	-	-	-	79
EACC	-	-	-	-	-	-	-
GCCC	-	-	-	-	-	71	71
MCCC	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-
WCC	-	-	-	-	-	84	84
State Two-Year	-	100	79	-	-	33	37
AC	100	-	-	-	-	-	30
CBC	-	-	-	-	-	-	-
CO	83	89	-	-	-	-	52
HU	91	81	3	-	-	-	49
HC	100	89	-	-	-	-	63
JBU	-	-	-	-	-	-	-
OBU	90	100	33	-	-	-	69
PSC	-	-	-	-	-	-	-
Indpt. Four-Year	76	67	9	-	-	-	39
ORC	-	-	-	-	-	-	-
SBC	-	-	-	-	-	56	56
Indpt. Two-Year	-	-	-	-	-	50	50

* ABC and SC did not submit data.
** Data do not include law faculty.

SOURCE: NCES Form 2300-3

TABLE 15. PERCENTAGE OF FULL-TIME FEMALE FACULTY OF STATE-SUPPORTED AND INDEPENDENT INSTITUTIONS WITH TENURE BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	100	70	30	32	-	-	39
ATU	100	89	43	-	-	-	48
HSU	75	45	33	-	-	-	33
SAUH	100	100	71	-	-	-	60
UAF**	95	68	34	-	-	-	43
UALR	90	94	46	21	-	-	51
UAM	-	100	73	38	-	-	60
UAMS	100	63	18	-	-	-	23
UAPB	86	80	37	45	-	-	57
UCA	75	78	26	8	-	-	37
State Four-Year	89	77	38	17	-	-	44
ASUB	-	100	83	-	-	-	86
EACC	-	-	-	-	-	-	-
GCCC	-	-	-	-	-	67	67
NCCC	-	-	-	-	-	-	-
NACC	-	-	-	-	-	-	-
PCCC	-	-	-	-	-	-	-
SAUE	-	-	-	-	-	-	-
SAUT	-	-	-	-	-	-	-
WCC	-	-	-	-	-	68	68
State Two-Year	-	100	83	-	-	27	30
AC	67	-	-	-	-	-	33
CBC	-	-	-	-	-	-	-
CO	-	100	-	-	-	-	67
HU	100	70	22	-	-	-	54
HC	100	100	-	-	-	-	44
JBU	-	-	-	-	-	-	-
OBU	100	100	78	-	-	-	62
PSC	-	-	-	-	-	-	-
Indpt. Four-Year	63	57	24	-	-	-	38
CRC	-	-	-	-	-	-	-
SBC	-	-	-	-	-	20	20
Indpt. Two-Year	-	-	-	-	-	11	11

* ABC and SC did not submit data.
** Data do not include law faculty.

SOURCE: NCES Form 2300-3

Sixty-six percent of the full-time male faculty employed by state four-year institutions were tenured, but only 44% of the female faculty were tenured. At the independent four-year institutions, 45% of the male faculty and 38% of the female faculty were tenured. Males comprised 78% of the total full-time faculty at those independent institutions. In some ranks, a larger percentage of full-time female faculty held tenure than full-time male faculty. This is true of assistant professors employed by each type of institution with academic ranks and instructors employed by state four-year institutions. The percentage of women with tenure was equal to or larger than the percentage of men with tenure in each academic rank at SAUM, ASUB, HC, and Ouachita Baptist University (OBU). However, the percentage of women with tenure was lower than the percentage of men with tenure for all ranks combined at each

of those institutions except ASUB. This is explained by the fact that most of the female faculty members were in the lower academic ranks of assistant professor, instructor, or lecturer or were unranked, and the percentages of faculty, male or female, in those ranks with tenure were quite small.

The Arkansas faculty tenure rates varied significantly from the national tenure rates. The tenure rate of Arkansas male faculty employed by state-supported universities was 66%, 5% lower than the national tenure rate. Forty-five percent of Arkansas female faculty employed by state-supported universities were tenured, a rate comparable to the national figure of 44%. The tenure rates of male and female faculty employed by Arkansas state-supported two-year institutions were 33% and 27%, respectively. These figures were much lower than the national tenure rates of 79% for male faculty and 68% for female faculty. This is related to the fact that only four of the state-supported two-year institutions in Arkansas have a formal tenure system and only three of those reported faculty with tenure. The tenure rates at those three institutions were fairly close to the national tenure rates, which included only institutions reporting tenured faculty members. Only five of the four-year independent institutions reported faculty with tenure and the tenure rates at those individual institutions were generally above the national tenure rates of 60% for male faculty and 37% for female faculty.

Average Salaries of Full-Time Faculty by Sex and Rank

The average salaries of full-time male and female faculty are presented by rank in Tables 16 and 17. Female faculty members averaged $4,412 less in salaries than males at state four-year institutions and $2,377 less at independent four-year institutions. These all rank data are skewed by the distribution across ranks, however. At each institution except ASUB and NACC, the average salary for male faculty was higher than that for female faculty for all ranks combined. The differences in average salaries at ASUB and NACC were slight. The large differences in average salaries of male and female faculty members at the other institutions may be related to the high percentage of males in the upper three ranks; only 21% of the full-time professors, associate professors, and assistant professors employed in

1980-81 were female. The average salaries of male and female faculty at state two-year institutions differed by only $738, but the difference at independent two-year institutions was $2,614. ASUB was the only two-year institution at which some faculty members had academic rank.

The difference in the average salaries of full-time male and female faculty generally decreased with each successively lower rank. Female professors were paid an average salary of $2,644 less at state four-year institutions and $2,667 less at independent four-year institutions, than their male colleagues. Female instructors at state four-year institutions received an average salary of $13,796, $950 less than the average salary of male instructors. The difference in the average salaries of male and female instructors at independent four-year institutions was only $236. The average salary of

TABLE 16. AVERAGE SALARIES OF FULL-TIME MALE FACULTY OF STATE-SUPPORTED AND INDEPENDENT INSTITUTIONS BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	26,530	22,566	17,736	14,814	-	-	20,683
ATU	21,895	19,569	17,970	**	-	-	19,266
HSU	22,645	18,799	16,408	13,504	-	-	20,052
SAUM	21,404	19,171	17,206	15,044	-	-	18,755
UAF***	29,214	22,935	19,475	15,350	12,163	-	24,623
UALR	27,783	23,353	19,673	14,508	6,831	11,188	22,193
UAM	22,498	19,328	16,293	14,673	-	-	18,292
UAMS	29,476	23,704	19,853	14,789	-	-	23,022
UAPB	21,070	18,457	16,390	13,759	-	-	17,645
UCA	23,297	19,051	17,243	14,979	-	-	19,600
State Four-Year	26,777	21,463	18,349	14,746	9,200	11,188	21,733
ASUB	-	19,126	17,033	**	-	-	17,285
EACC	-	-	-	-	-	17,632	17,632
GCCC	-	-	-	-	-	16,201	16,201
HCCC	-	-	-	-	-	15,602	15,602
NACC	-	-	-	-	-	12,545	12,545
PCCC	-	-	-	-	-	16,309	16,309
SAUE	-	-	-	-	-	14,970	14,970
SAUT	-	-	-	-	-	14,675	14,675
WCC	-	-	-	-	-	16,983	16,983
State Two-Year	-	19,126	17,033	**	-	15,817	15,951
AC	18,621	**	16,092	**	-	-	16,826
CBC	14,202	**	-	11,052	-	-	13,018
CO	17,572	15,263	13,225	12,500	-	-	14,886
HU	21,177	19,594	16,150	13,079	-	-	18,227
HC	24,500	19,984	16,217	15,900	-	-	19,925
JBU	21,953	19,556	18,123	14,999	-	-	19,071
OBU	22,786	18,879	16,930	14,288	-	-	19,293
PSC	17,000	13,500	11,800	**	-	-	13,429
Indpt. Four-Year	21,132	18,700	16,072	13,682	-	-	18,058
CRC	-	-	-	-	-	**	**
SBC	-	-	-	-	-	13,844	13,844
Indpt. Two-Year	-	-	-	-	-	13,491	13,491

* ABC and SC did not submit data.
** Fewer than three individuals were reported in this category.
*** Data do not include law faculty.

SOURCE: NCES Form 2300-3

TABLE 17. AVERAGE SALARIES OF FULL-TIME FEMALE FACULTY OF STATE-SUPPORTED AND INDEPENDENT INSTITUTIONS BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	26,180	21,374	16,982	14,081	-	-	16,615
ATU	**	18,280	17,052	14,362	-	-	16,995
HSU	20,988	18,241	15,339	13,545	-	-	16,485
SAUM	21,132	17,960	16,478	13,406	-	-	16,836
UAF***	27,092	21,601	17,798	14,038	11,143	-	19,020
UALR	28,473	21,318	18,447	13,182	11497	11,791	18,421
UAM	-	16,523	15,671	14,084	**	-	14,813
UAMS	23,161	18,845	16,649	13,412	-	**	16,049
UAPB	21,247	19,405	16,720	13,875	-	-	17,145
UCA	21,859	19,085	16,562	13,959	-	-	16,830
State Four-Year	24,133	19,781	17,143	13,796	11,013	11,880	17,321
ASUB	-	**	16,990	-	-	-	17,299
EACC	-	-	-	-	-	15,041	15,041
GCCC	-	-	-	-	-	14,258	14,258
NCCC	-	-	-	-	-	13,908	13,908
NACC	-	-	-	-	-	12,350	12,350
PCCC	-	-	-	-	-	15,912	15,912
SAUE	-	-	-	-	-	13,286	13,286
SAUT	-	-	-	-	-	14,418	14,418
WCC	-	-	-	-	-	16,666	16,666
State Two-Year	-	**	16,990	-	-	15,106	15,213
AC	18,610	-	14,336	-	-	-	16,473
CBC	**	**	-	-	-	-	11,728
CO	-	14,850	-	**	-	-	14,067
HU	20,006	16,341	15,094	**	-	-	16,439
HC	**	**	14,880	-	-	-	17,711
JBU	**	18,047	16,825	**	-	-	16,967
OBU	**	18,638	15,328	13,575	-	-	15,857
PSC	**	13,500	11,929	-	-	-	12,962
Indpt. Four-Year	18,465	16,250	14,706	13,446	-	-	15,681
CRC	-	-	-	-	-	9,390	9,390
SBC	-	-	-	-	-	12,066	12,066
Indpt. Two-Year	-	-	-	-	-	10,877	10,877

* ABC and SC did not submit data.
** Fewer than three individuals were reported in this category.
*** Data do not include law faculty.

SOURCE: NCES Form 2300-3

female faculty members with no academic rank at state two-year institutions was $15,106, $711 less than that of unranked male faculty members. The average salary of male faculty members was $2,614 or 19% higher than the average salary of female faculty members at the independent two-year institutions.

Fringe Benefits as a Percentage of Total Salary Outlay

Fringe benefits are cash contributions in the form of supplementary or deferred compensation other than salary. Retirement plans, medical/dental plans, guaranteed disability income protection plans, tuition plans, housing plans, social security taxes, unemployment compensation taxes, group life insurance, workmen's compensation, and other benefits in kind with cash

options are classified as fringe benefits. The governing board of each independent institution and, within limits, each state institution determines which benefits the institution will offer. For example, the governing board decides the amount of money the institution will contribute to retirement plans and negotiates the institution's health insurance plan. Therefore different benefit packages are available at different institutions.

The total projected dollar amount of fringe benefits, the total salary outlay, and total projected fringe benefits as a percentage of total salary outlay for faculty on nine-month contracts are shown in Table 18. The dollar value of fringe benefits represents only the employers' (or state's) contributions; the employees' contributions are excluded.

Total fringe benefits as a percentage of total salary outlay varied widely among the institutions. One reason that the percentage was relatively small among the institutions in the University of Arkansas system may be that those institutions do not require employees to participate in a retirement plan. UAF's unemployment insurance claim rate was so small that the institution is self-insured against unemployment. UAMS employed only three faculty members on nine-month contracts and the only fringe benefit they received was the payment of social security taxes; therefore data for that institution are not displayed. The relatively high percentages among the state two-year institutions may be related to the fact that a significant percentage of the faculty at those institutions are in Arkansas State Teachers Retirement System which requires higher employer contributions than are required for other retirement programs.

The relatively high percentages at AC, CO, and HC may be attributable to the high participation of the faculty of each of those institutions in retirement plans. Total fringe benefits as a percentage of total salary outlay was only 9.3% at PSC. That institution only offered retirement plans, payment of social security taxes, and group life insurance as fringe benefits. Housing plans comprised the largest proportions of the fringe benefits offered by CRC and SBC and may account for the large percentages at those institutions.

TABLE 18. TOTAL FRINGE BENEFITS, TOTAL SALARY OUTLAY, AND TOTAL FRINGE BENEFITS AS A PERCENTAGE OF TOTAL SALARY OUTLAY FOR FULL-TIME FACULTY ON NINE-MONTH CONTRACTS, 1980-81*

Institution	Total Fringe Benefits	Total Salary Outlay	Total Fringe Benefits As A % Of Total Salary Outlay
ASUJ	1,011,620	5,025,367	20.1%
ATU	409,943	2,280,754	18.0%
HSU	465,426	2,255,218	20.6%
SAUM	345,533	1,580,846	21.9%
UAF	1,495,239	10,618,351	14.1%
UALR	551,770	5,535,554	10.0%
UAM	220,196	1,309,975	16.8%
UAPB	269,205	2,382,347	11.3%
UCA	689,589	3,469,964	19.9%
State Four-Year	5,456,521	34,458,374	15.8%
ASUB	87,085	449,511	19.4%
EACC	82,582	308,692	26.8%
GCCC	84,132	442,945	19.0%
MCCC	92,961	495,688	18.8%
NACC	34,988	175,400	19.9%
PCCC	163,045	785,798	20.7%
SAUE	35,324	195,214	18.1%
SAUT	114,418	481,614	23.8%
WCC	252,344	1,251,634	20.2%
State Two-Year	946,879	4,775,725	19.8%
AC	108,596	471,630	23.0%
CBC	2,329	13,600	17.1%
CO	109,965	456,550	24.1%
HC	249,902	1,115,800	22.4%
HU	80,915	741,615	10.9%
JBU	118,072	909,238	13.0%
OBU	247,335	1,683,500	14.7%
PSC	33,849	356,500	9.5%
Independent Four-Year	950,961	5,748,433	16.5%
CRC	7,214	37,560	19.2%
SBC	57,700	184,930	31.2%
Independent Two-Year	64,914	222,490	29.2%

* ABC and SC did not submit data.

SOURCE: NCES 2300-3

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APPENDIX

TABLE A-1. INSTITUTIONAL NAMES AND ABBREVIATIONS

State Four-Year Institutions

Arkansas State University - Jonesboro	ASUJ
Arkansas Tech University	ATU
Henderson State University	HSU
Southern Arkansas University - Magnolia	SAUM
University of Arkansas - Fayetteville	UAF
University of Arkansas at Little Rock	UALR
University of Arkansas at Monticello	UAM
University of Arkansas for Medical Sciences	UAMS
University of Arkansas at Pine Bluff	UAPB
University of Central Arkansas	UCA

State Two-Year Institutions

Arkansas State University - Beebe	ASUB
East Arkansas Community College	EACC
Garland County Community College	GCCC
Mississippi County Community College	MCCC
North Arkansas Community College	NACC
Phillips County Community College	PCCC
Southern Arkansas University - El Dorado	SAUE
Southern Arkansas University - Technical Branch	SAUT
Westark Community College	WCC

Independent Four-Year Institutions

Arkansas Baptist College	ABC
Arkansas College	AC
Central Baptist College	CBC
College of the Ozarks	CO
Harding University	HU
Hendrix College	HC
John Brown University	JBU
Ouachita Baptist University	OBU
Philander Smith College	PSC

Independent Two-Year Institutions

Crowley's Ridge College	CRC
Shorter College	SC
Southern Baptist College	SBC

TABLE A-2. HEADCOUNT OF FULL-TIME MALE FACULTY OF STATE-SUPPORTED AND INDEPENDENT INSTITUTIONS BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	53	65	69	39	-	-	226
ATU	14	47	33	2	-	-	96
HSU	45	40	10	5	-	-	101
SAUM	15	25	18	6	-	-	64
UAF**	274	141	138	28	4	-	585
UALR	53	93	61	14	5	6	232
UAM	16	21	21	13	-	-	71
UAMS	13	7	15	5	-	-	40
UAPB	24	26	39	16	-	-	105
UCA	57	39	47	17	-	-	160
State Four-Year	565	504	451	145	9	6	1,680
ASUB	-	4	14	1	-	-	19
EACC	-	-	-	-	-	11	11
GCCC	-	-	-	-	-	21	21
NCCC	-	-	-	-	-	17	17
NACC	-	-	-	-	-	19	19
PCCC	-	-	-	-	-	27	27
SAUE	-	-	-	-	-	5	5
SAUT	-	-	-	-	-	33	33
WCC	-	-	-	-	-	57	57
State Two-Year	-	4	14	1	-	190	209
AC	7	2	12	2	-	-	23
CBC	7	1	-	4	-	-	12
CO	6	9	6	4	-	-	25
HU	33	31	40	11	-	-	115
HC	13	19	12	4	-	-	48
JBU	8	14	10	5	-	-	37
OBU	29	14	15	12	-	-	70
PSC	3	5	5	1	-	-	14
Indpt. Four-Year	106	95	100	43	-	-	344
CRC	-	-	-	-	-	1	1
SBC	-	-	-	-	-	9	9
Indep. Two-Year	-	-	-	-	-	10	10

* ABC and SC did not submit data.
** Data do not include law faculty.

SOURCE: HCES Form 2300-3

TABLE A-3. HEADCOUNT OF FULL-TIME FEMALE FACULTY OF STATE-SUPPORTED AND INDEPENDENT INSTITUTIONS BY RANK, 1980-81*

Institution	Professors	Associate Professors	Assistant Professors	Instructors	Lecturers	No Academic Rank	All Ranks Combined
ASUJ	3	10	27	34	-	-	74
ATU	1	9	14	7	-	-	31
HSU	8	11	15	14	-	-	48
SAUM	7	6	7	10	-	-	30
UAF**	20	19	41	21	7	-	108
UALR	10	18	41	19	4	4	96
UAM	-	4	11	8	2	-	25
UAMS	3	8	17	19	-	1	48
UAPB	14	10	19	22	-	-	65
UCA	8	18	25	26	-	-	75
State Four-Year	74	113	215	180	13	5	600
ASUB	-	1	6	-	-	-	7
EACC	-	-	-	-	-	13	13
GCCC	-	-	-	-	-	21	21
NCCC	-	-	-	-	-	18	18
NACC	-	-	-	-	-	3	3
PCCC	-	-	-	-	-	27	27
SAUE	-	-	-	-	-	11	11
SAUT	-	-	-	-	-	10	10
WCC	-	-	-	-	-	34	34
State Two-Year	-	1	6	-	-	137	144
AC	3	-	3	-	-	-	6
CBC	2	2	-	-	-	-	4
CO	-	4	-	2	-	-	6
HU	4	10	9	1	-	-	24
HC	2	2	5	-	-	-	9
JBU	1	4	5	2	-	-	12
OBU	2	4	9	6	-	-	21
PSC	2	4	7	-	-	-	13
Indpt. Four-Year	16	30	38	11	-	-	95
CRC	-	-	-	-	-	4	4
SBC	-	-	-	-	-	5	5
Indpt. Two-Year	-	-	-	-	-	9	9

* ABC and SC did not submit data.
** Data do not include law faculty.

SOURCE: HCES Form 2300-3